



# **EEO ACTIVITY REPORT**

**FY2007, 1<sup>st</sup> Quarter**

**SEPTEMBER 01, 2006 - NOVEMBER 30, 2006**

Compiled by the Texas Department of Transportation

Joe V. Sosa, [jsosa@dot.state.tx.us](mailto:jsosa@dot.state.tx.us)

Office of Civil Rights

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## TABLE OF CONTENTS

<b>I.</b>	<b>EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY .....</b>	<b>3</b>
<b>II.</b>	<b>INTRODUCTION .....</b>	<b>4</b>
<b>III.</b>	<b>QUARTERLY EEO REPORT.....</b>	<b>5</b>
<b>IV.</b>	<b>STATEWIDE CIVILIAN LABOR FORCE.....</b>	<b>6</b>
<b>V.</b>	<b>WORKFORCE COMPILATION .....</b>	<b>7</b>
<b>VI.</b>	<b>GOALS &amp; OBJECTIVES .....</b>	<b>8</b>
<b>VII.</b>	<b>FY07 AAP RECRUITMENT &amp; HIRING PROGRAMS.....</b>	<b>11</b>
<b>VIII.</b>	<b>STATISTICAL ANALYSIS &amp; GOALS BY EEO JOB GROUPS .....</b>	<b>13</b>
	<i>Officials/Administrators .....</i>	<i>13</i>
	<i>Professionals.....</i>	<i>14</i>
	<i>Technicians.....</i>	<i>15</i>
	<i>Protective Services .....</i>	<i>16</i>
	<i>Administrative Support.....</i>	<i>17</i>
	<i>Skilled Crafts.....</i>	<i>18</i>
	<i>Service/Maintenance.....</i>	<i>19</i>
	<i>1<sup>st</sup> Quarter - Application Flow.....</i>	<i>20</i>
	<i>1<sup>st</sup> Quarter New Hire .....</i>	<i>22</i>
	<i>1<sup>st</sup> Quarter Separation.....</i>	<i>23</i>
	<b>APPENDIX .....</b>	<b>23</b>

## I. EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

The Texas Department of Transportation (TxDOT) is an equal opportunity employer and is committed to fair and equal treatment of all employees without regard to race, color, age, religion, sex, national origin or disability. This commitment also applies to applicants for employment vendors, contractors and their employees, customers and the public it serves.

TxDOT complies with all equal employment opportunity (EEO) laws, directives and regulations. It commits to administering all personnel actions, including employment, promotion, discipline, compensation, benefits, training and education for compliance with such regulations.

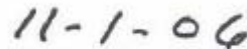
TxDOT endeavors to hire, promote and retain qualified individuals in all job groups to achieve a diverse representation of the state's available workforce.

TxDOT will take affirmative steps to ensure a work environment free of discrimination and harassment.

The Office of Civil Rights (OCR) Director is responsible for the development and implementation of the Affirmative Action Plan (AAP), as well as monitoring and reporting EEO activities. All district engineers, division and office directors, EEO officers and coordinators, managers and supervisors are responsible for complying with and enforcing EEO and AAP initiatives and activities in their respective areas.



Michael W. Behrens, P.E.  
Executive Director



Date

## II. INTRODUCTION

Affirmative Action Plan (AAP) is defined as “A management plan that assesses the representation of minorities and women in the workforce, analyzes problem areas where full utilization of minorities and women are not being met and provides a plan of action to reach specific goals set to eliminate such underutilization”.

The department’s goal is to reflect the diversity of the state’s available workforce. The department’s AAP establishes specific goals and timetables by comparing the proportional representation of different demographic groups in the state’s available workforce. It also establishes methods and activities designed to achieve those specific goals and timetables.

TxDOT’s AAP is implemented and monitored on a fiscal-year basis (September 1 to August 31) with three main objectives:

1. Ensure that TxDOT has an aggressive Affirmative Action (AA) program which incorporates the most advanced concepts and monitoring methodologies available;
2. Ensure that the AA program complies fully with all applicable federal/state statutes and judicial decisions; and
3. Ensure that the AAP program actively involves each district, division and office in objectives, guidelines and other applicable procedures.

Monitoring includes:

- Tracking and analyzing department quarterly reports;
- Developing action plans to correct deficiencies;
- Monitoring procedures that objectively evaluate all equal employment opportunity programs and policies that affect employees; and
- Assess quarterly affirmative action programs and submit reports to administration and district engineers and directors.

### **III. QUARTERLY EEO REPORT**

The Quarterly EEO Report provides an analysis on the department's AAP, workforce activities and personnel transactions. These reports are disseminated to:

- Administration;
- Districts/Divisions/Offices;
- The Texas Transportation Commission;
- The Federal Highway Administration (FHWA); and
- The Texas Workforce Commission (TWC) Civil Rights Division.

The Goals & Objectives section identifies specific projects, plans, programs, etc. with target dates, responsible parties and status information about each effort. It provides a comprehensive format by which to track several department units' (districts') affirmative action goals to ensure EEO compliance. The report includes:

- Fiscal year goals and objectives identified in the AAP;
- Recruitment results;
- Workforce levels by EEO Job Group; and
- Hiring, separation and application movement.

## IV. STATEWIDE CIVILIAN LABOR FORCE

The 2000 Census Texas Civilian Labor Force (CLF) includes all professions and occupations. TxDOT's availability analysis does not encompass all state CLF professionals and occupations within its workforce, but compares its workforce to similar occupations of the state's CLF:

- Officials/Administrators;
- Professionals;
- Technicians;
- Protective Services (Non-sworn);
- Administrative Support;
- Skilled Craft; and
- Service Maintenance.

This analysis compares TxDOT's workforce of professions and occupations to the Texas CLF within a reasonable recruiting area. The comparison is used to establish an annual benchmark at the beginning of each fiscal year.

On **September 13, 2006** the FY07 benchmark for the total number of regular, full-time departmental employees was **14,575**. This includes **3,474** females or **23.84%** of the total workforce. The total minority workforce was **4,922** or **33.77%**:

- Blacks - **8.13%**
- Hispanics - **23.25%**
- American Asians/Pacific Islanders (AA/PI) - **1.98%**
- American Indians/Alaskans/Native American (AI/AN) - **.41%**

The Workforce Compilation table on Page 7 represents the overall first quarter performance summary of all EEO Jobs. Each job group's fourth quarter performance is listed in the tables on Pages 13-19.

## V. WORKFORCE COMPILATION & FISCAL YEAR SUMMARY

### All EEO Job Groups - Fiscal Year 2007

All EEO Job Groups		MIN	FEM	WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN/ALASKAN	
Ethnicity/Gender (E/G)				WF	WM	BF	BM	HF	HM	AA/PI F	AA/PI M	AI/AN F	AI/AN M
FY07 Beg Workforce	14,575	4,922	3,474	2,251	7,402	327	858	781	2,608	94	194	21	39
%		33.77	23.84	15.44	50.79	2.24	5.89	5.36	17.89	0.64	1.33	0.14	0.27
1 <sup>st</sup> Quarter Stats	14,628	4,940	3,498	2,262	7,426	331	868	788	2,613	94	185	23	38
%		33.77	23.91	15.46	50.77	2.25	5.93	5.39	17.86	0.64	1.27	0.16	0.26

### Comments

1. This table is a combined statistical summary of TxDOT's workforce for the first quarter. It is also a comparison of the first quarter and the beginning of the fiscal year or *benchmark*.
2. The actual Parity and Utilization Totals are located in each EEO Job Group table on pages 13-19.
3. MIN = Minorities; FEM = Female.

## **VI. GOALS & OBJECTIVES (TABLE ON PAGE 10)**

Using the 2000 Civilian Labor Workforce census data, the department focused outreach, recruitment, hiring and training efforts on the following protected categories in the following job groups for FY07:

### **Officials/Administrators**

- White females;
- Black females and males;
- Hispanic females and males;
- Asian/Pacific Islander females and males; and
- American Indian/Alaskan females and males.

### **Professionals**

- White females;
- Black females;
- Hispanic females;
- Asian/Pacific Islander females and males; and
- American Indian/Alaskan females and males.

### **Technicians**

- White females;
- Black females;
- Hispanic females;
- Asian/Pacific Islander females and males; and
- American Indian/Alaskan females.

### **Administrative Support**

- Black males;
- Hispanic males;
- Asian/Pacific Islander females and males; and
- American Indian/Alaskan females and males.

**Skilled Craft**

- White females;
- Black females;
- Hispanic females and males;
- Asian/Pacific Islander females and males; and
- American Indian/Alaskan males.

**Service Maintenance**

- White females;
- Black females and males;
- Hispanic females;
- Asian/Pacific Islander females and males; and
- American Indian/Alaskan males.

<b>FY07 GOALS/OBJECTIVES</b>	<b>RESPONSIBLE OFFICIAL(S)</b>	<b>TARGET DATE</b>	<b>FINAL STATUS</b>
Distribute discrimination and harassment policies to all employees.	OCR & Finance	May07	
Monitor and evaluate AAP programs.	OCR	Quarterly	<i>EEO Quarterly reports completed by all the districts.</i>
Distribute job postings to female and minority organizations to diversify applicant pool.	District HROs & EEO Coordinators	Quarterly	<i>See page 12, item 6.</i>
Inform all hiring supervisors of goals to improve underutilization of women and minorities.	District DEs & Hiring Supervisors	Aug07	
Report all EEO activities to OCR.	District HROs & EEO Coordinators	Quarterly	<i>All district 1<sup>st</sup> Quarter EEO Reports received.</i>
Conduct outreach and recruitment efforts to female and minority organizations.	District HROs & EEO Coordinators	Quarterly	<i>See page 11 &amp; 12, items 5 &amp; 6</i>
Conduct four district visits to discuss department AAP goals.	OCR/District DEs	Aug07	
Update availability analysis to identify all underutilized groups of women and minorities of the four districts selected for visits.	OCR/District HROs & EEO Coordinators	Nov06	<i>All analyses (4) updated with new data and forwarded to each respective district.</i>
Increase outreach and recruitment efforts in districts with identified underutilization in ethnic and gender groups.	OCR/District HROs & EEO Coordinators	Quarterly	<i>Pending</i>
Monitor and evaluate mandatory state supplemental EEO/Sexual Harassment Training.	HROs/EEO Coordinators & Hiring Supervisors	Quarterly	<i>Pending</i>
Monitor and evaluate NEO EEO/Sexual Harassment Training.	OCR & HRD	Quarterly	<i>Participated in 4 NEO Training classes.</i>
Monitor and evaluate AIMS presentations.	OCR	Quarterly	<i>Conducted 16 presentations.</i>
Update remaining district availability analyses.	OCR	Dec06	<i>Completed; FY07 District Availability Analyses.</i>
Monitor and follow-up on previous district visits.	Dallas District & OCR	Quarterly	<i>Pending</i>
Monitor and follow-up on previous district visits.	Houston District & OCR	Quarterly	<i>Pending</i>

## VII. FY07 AAP RECRUITMENT & HIRING PROGRAMS (1<sup>st</sup> Quarter)

1. **College Cooperative Education Program** - Planned and progressive learning process that integrates academic studies with supervised work experience.

*Recruited 1 Black female & 1 White male student.*

2. **Conditional Grant Program** - Publicizes and promotes this department financial opportunity to females and minorities; provides higher education and potential recruitment opportunities for qualified candidates into the department's workforce.

*Total of 43 participants: 12 Hispanic males; 5 Hispanic females; 6 White females; 9 White males; 2 Asian American females; 1 Asian Male; 5 Black females; and 3 Black males. (65% minority: 42% female; 58% male)*

3. **High School Co-op Program** - Provides students job experience by working in a TxDOT professional environment.

*Recruited 3 White male students.*

4. **Temporary Hiring Program (Directive 2-94)** - Develops effective applicant training and cross-training for underutilized EEO groups and positions.

*Total of 245 employees enrolled: 122 White males; 39 White females; 43 Hispanic males; 15 Hispanic females; 13 Black males; 6 Black females; 2 American Indian males; 1 American Indian female; 2 Asian males; and 2 Asian females. (34.29% minorities: 25.71% female; 74.29% male)*

5. **Recruitment and Career Fairs** - Career fair recruitment was conducted at these locations:

- Alabama A&M University Career Week Expo
- University of Houston National Society of Black Engineers (NSBE) Technology Fair
- Huston-Tillotson University Career Expo
- Southern University (Baton Rouge, LA) Career Expo
- Prairie View A&M University Career Expo (All Campuses)
- Tennessee State University Technical Fair
- West Texas A&M University Career Expo
- University of Texas/San Antonio Career Expo (All Campuses)
- University of Texas (El Paso) Career Expo
- Texas A&M University (Kingsville) Career Fair

- New Mexico State Career Expo
  - Texas A&M University (College Station) Student Engineers' Council (SEC) Fall Fair
  - Lamar University Career Expo (All Campuses)
  - University of Arkansas Engineering Expo
  - University of Texas (Austin) Natural Science Expo
  - Kansas State University Career Expo (All Campuses)
  - Louisiana Tech University Fall Career Day
  - University of Texas (Austin) Engineering Expo
  - Texas Tech University Engineering Fair
  - Texas State University Internship & Job Fair
  - Texas A&M University (College Station) Engineering Interviews
  - University of Texas (Austin) Engineering Interviews
6. ***District Outreach*** - Community outreach to institutions and organizations that encourage minority and women applicants. Major contacts:
- Corpus Christi (CC) - Mexican American Democrats; National Association for the Advancement of Colored People (NAACP); CC Bay Area Minority Commission; and the CC Area Council for the Deaf.
  - Dallas - Hispanic and Asian Chambers of Commerce.
  - San Angelo - NAACP; League of United Latin American Citizens (LULAC); Texas State Technical College; and the Texas Rehabilitation Commission.
  - Ft Worth - Goodwill; NAACP; Veterans Outreach; Texas A& M Career Placement; Ft Worth Hispanic Chamber of Commerce; Women's Center of Tarrant County; Minority Opportunity News; UT Arlington; Weatherford College, UT Tyler; and Tarleton State University.
  - Dallas - Alabama A&M and TN State Career Fairs; Hispanic Career Fair of Dallas; Texas Tech University; and campus interviews at UT Austin.
  - Lubbock - South Plains Job Expo.
  - Beaumont - Lamar University Career Fair; Southeast Texas State Fair; and Region V High School Career Fair.

## VIII. STATISTICAL ANALYSIS & GOALS BY EEO JOB GROUPS

### Officials/Administrators *by Gender/Ethnicity*

Officials/ Administrators	TOTAL			WF	WM	BF	BM	HF	HM	AA/PI F	AA/PI M	AI/AN F	AI/AN M
		Min	Fem										
TxDOT Beg. Workforce	314	48	70	58	208	2	7	10	27	-	2	-	-
TxDOT Workforce %	-	15.29	22.29	18.47	66.24	0.64	2.23	3.18	8.60	-	0.64	-	-
State CLF %	-	25.98	37.46	26.25	47.77	3.52	3.15	6.36	9.20	1.00	1.99	0.33	0.43
Representation Index	-	-10.69	-15.17	-7.78	18.47	-2.88	-0.92	-3.18	-0.60	-1.00	-1.36	-0.33	-0.43
Parity %	-	- 33.58	- 47.6	- 24.4	58.0	-9.05	- 2.89	-9.97	-1.89	- 3.14	- 4.25	-1.04	-1.35
Targeted Recruitment	-	33	47	24	-	9	2	9	1	3	4	1	1

1 <sup>st</sup> Qtr Stats	313	45	69	58	210	2	7	9	25	-	2	-	-
1 <sup>st</sup> Qtr %		14.38	22.05	18.53	67.09	0.64	2.24	2.88	7.99	-	0.64	-	-

### Comments

1. Females represented 22.05% less than the FY07 37.46% goal.
2. Black female and male categories represented 0.64% and 2.24%, respectively; both remain underutilized.
3. Hispanic female and male categories represented 2.88% and 7.99%, respectively; but remain underutilized.
4. Asian female and male categories represented 0.0% and 0.64%, respectively; both remain underutilized.
5. American Indian/Alaskan female and male categories both represented 0.0%; both are underutilized.

## Professionals

by Gender/Ethnicity

Professionals	TOTAL			WF	WM	BF	BM	HF	HM	AA/PI F	AA/PI M	AI/AN F	AI/AN M
		Min	Fem										
TxDOT Beg. Workforce	4,988	1,556	1,671	1,081	2,351	170	192	341	630	72	135	7	9
TxDOT Workforce %	-	31.19	33.50	21.67	47.13	3.41	3.85	6.84	12.63	1.44	2.71	0.14	0.18
State CLF %	-	29.91	50.25	34.43	37.28	5.41	2.99	7.72	7.55	2.26	3.20	0.43	0.35
Representation Index	-	1.28	-16.75	-12.76	9.85	-2.0	0.86	-0.88	5.08	-0.92	-0.49	-0.29	-0.17
Parity %	-	64.09	-835.47	-636.4	491.5	-99.85	42.86	-44.07	253.41	-45.72	-24.62	-14.46	-8.46
Targeted Recruitment	-	-	835	636	-	99	-	44	-	45	24	14	8

1 <sup>st</sup> Qtr Stats	4,995	1,563	1,681	1,085	2,347	171	199	346	631	71	128	8	9
1 <sup>st</sup> Qtr %		31.29	33.65	21.72	46.99	3.42	3.98	6.93	12.63	1.42	2.56	0.16	0.18

### Comments

1. Females represented 33.65%, still below the 50.25% goal.
2. Black females and males represented 3.42% and 3.98%, respectively. The goal for Black males was met; Black females remain underutilized.
3. Hispanic females and males represented 6.93% and 12.63%, respectively. Only Hispanic females remain underutilized.
4. Asian females and males represented 1.42% and 2.56%, respectively; both remain underutilized.
5. American Indian/Alaskan males and females represented 0.16% and 0.18%, respectively; both remain underutilized.

## Technicians

by Gender/Ethnicity

Technician	TOTAL			WF	WM	BF	BM	HF	HM	AA/PI F	AA/PI M	AI/AN F	AI/AN M
		Min	Fem										
TxDOT Beg. Workforce	3,759	1,272	756	463	2,024	65	243	199	688	19	40	7	9
TxDOT Workforce %	-	33.84	20.11	13.32	53.84	1.91	6.23	5.77	17.54	0.53	1.17	0.26	0.19
State CLF %	-	37.89	53.84	32.02	30.07	8.70	3.88	10.59	9.76	2.0	1.96	0.53	0.47
Representation Index	-	-4.05	-33.73	-19.70	23.77	-6.97	2.58	-5.30	8.54	-1.49	-0.90	-0.26	-0.26
Parity %	-	-152.3	-1267.8	-740.6	893.6	-262.0	97.1	-199.1	321.1	-56.2	-33.7	-9.9	-9.7
Targeted Recruitment	-	152	1267	740	-	262	-	199	-	56	33	9	9

1 <sup>st</sup> Qtr Stats	3,781	1,291	765	465	2,025	68	247	203	697	20	38	10	8
1 <sup>st</sup> Qtr %		34.14	20.23	12.30	53.56	1.80	6.53	5.37	18.43	0.53	1.01	0.26	0.21

### Comments

1. Females represented 20.23%, below the 53.84% goal.
2. Black females represented 1.80% and 6.53%, respectively. Parity was exceeded for Black males, while Black females remain underutilized.
3. Hispanic females and males represented 5.37% and 18.43%, respectively. Parity was exceeded for Hispanic males; Hispanic females remain underutilized.
4. Asian females and males represented 0.53% and 1.01%, respectively; both remain underutilized.
5. American Indian/Alaskan females and males represented 0.26% and 0.21%, respectively; both remain underutilized.

## Protective Services

*by Gender/Ethnicity*

Protective Services	TOTAL			WF	WM	BF	BM	HF	HM	AA/PI F	AA/PI M	AI/AN F	AI/AN M
		Min	Fem										
TxDOT Beg. Workforce	10	4	1	-	6	-	2	-	1	-	-	1	-
TxDOT Workforce %	-	40.0	10.0	-	60.0	-	20.0	-	10.0	-	-	10.0	-
State CLF %	-	39.9	20.2	10.0	49.2	6.1	10.4	3.8	18.1	0.10	0.50	0.20	0.70
Representation Index	-	-0.10	-10.2	10.0	10.8	-6.1	9.6	-3.8	-18.1	-0.10	-0.50	9.80	-0.70
Parity %	-	-0.99	-0.02	-10.0	1.08	-0.61	-0.96	-0.38	-0.81	-0.01	-0.05	0.98	-0.07
Targeted Recruitment	-	-	-	1	-	-	-	-	-	-	-	-	-

1 <sup>st</sup> Qtr Stats	10	4	1	-	6	-	2	-	1	-	-	1	-
1 <sup>st</sup> Qtr %		40.0	10.0	-	60.0	-	20.0	-	10.0	-	-	10.0	-

### Comments

N/A

## Administrative Support

*by Gender/Ethnicity*

Administrative Support	TOTAL			WF	WM	BF	BM	HF	HM	AA/PI F	AA/PI M	AI/AN F	AI/AN M
		Min	Fem										
TxDOT Beg. Workforce	1,056	373	897	599	84	82	27	211	46	3	3	2	-
TxDOT Workforce %	-	35.32	84.94	56.72	7.95	7.77	2.56	19.98	4.26	0.28	0.28	0.19	-
State CLF %	-	39.82	67.09	40.20	20.0	8.33	3.56	16.59	8.12	1.41	1.00	0.56	0.25
Representation Index	-	-4.50	17.85	16.52	-12.05	-0.56	-1.0	3.39	-3.86	-1.13	-0.72	-0.37	-0.25
Parity %	-	-47.50	188.5	172.5	-127.2	-5.96	-10.5	35.8	-40.7	-11.8	-7.5	-3.9	-2.6
Targeted Recruitment	-	47	-	-	127	5	10	-	40	11	7	3	2

1 <sup>st</sup> Qtr Stats	1,048	365	897	600	83	82	22	209	43	3	3	3	-
1 <sup>st</sup> Qtr %		34.83	85.59	57.25	7.92	7.82	2.10	19.94	4.10	0.29	0.29	0.29	-

### Comments

1. Females represented 85.59%, exceeding the 67.09% goal.
2. Black females and males represented 7.82% and 2.10%, respectively; both remain underutilized.
3. Hispanic females and males represented 19.94% and 4.10%, respectively. Hispanic females exceeded parity; Hispanic males remain underutilized.
4. Asian females and males represented 0.29% and 0.29%, respectively; both remain underutilized.
5. American Indian females and males represented 0.29% and 0.0%, respectively; both remain underutilized.

## Skilled Crafts

by Gender/Ethnicity

Skilled Crafts	TOTAL			WF	WM	BF	BM	HF	HM	AA/PI F	AA/PI M	AI/AN F	AI/AN M
		Min	Fem										
TxDOT Beg. Workforce	4,063	1,461	65	41	2,561	7	350	17	1,064	-	13	-	20
TxDOT Workforce %	-	35.96	1.60	1.01	63.03	0.17	8.37	0.42	26.19	0.0	0.32	0.0	0.49
State CLF %	-	46.10	5.90	3.00	50.46	0.70	5.73	1.76	35.61	0.46	1.37	0.08	0.83
Representation Index	-	-10.58	-4.40	-1.99	12.57	-0.53	2.64	-1.34	-9.42	-0.46	-1.05	0.08	-0.34
Parity %	-	-429.9	-178.7	-80.9	510.8	-21.4	107.1	-54.5	-382.8	-18.7	-42.6	-3.25	-13.7
Targeted Recruitment	-	429	178	80	-	21	-	54	382	18	42	3	13

1 <sup>st</sup> Qtr Stats	4,086	1,465	65	41	2,580	8	345	16	1,065	-	12	-	19
1 <sup>st</sup> Qtr %			1.59	1.0	63.14	0.20	8.44	0.39	26.07	-	0.29	-	0.47

### Comments

1. Females represented 1.59%, less than the 5.90% goal.
2. Black females and males represented 0.20% and 8.44%, respectively; Black females remain underutilized.
3. Hispanic females and males represented 0.39% and 26.07%, respectively; both remain underutilized.
4. Asian males represented 0.29%; both females and males remain underutilized.
5. American Indian/Alaskan females and males represented 0.0% and 0.47%, respectively; American Indian males remain underutilized.

## Service/Maintenance

*by Gender/Ethnicity*

Service/Maintenance	TOTAL			WF	WM	BF	BM	HF	HM	AA/PI F	AA/PI M	AI/AN F	AI/AN M
		Min	Fem										
TxDOT Beg. Workforce	385	208	14	9	168	1	47	3	153	-	1	1	2
TxDOT Workforce %	-	54.03	3.64	2.34	43.64	0.26	12.21	0.78	39.74	-	0.26	0.26	0.52
State CLF %	-	55.75	11.16	3.87	39.87	1.80	12.99	5.08	33.47	0.28	1.36	0.10	0.67
Representation Index	-	- 1.7	- 7.52	- 1.5	3.77	- 1.54	- 0.78	- 4.3	6.27	- 0.28	- 1.1	0.16	- 0.15
Parity %	-	- 6.6	- 28.9	- 5.9	14.5	- 5.93	- 3.01	- 16.56	24.14	- 1.08	- 4.24	0.62	- 0.58
Targeted Recruitment	-	6	28	5	-	5	3	16	-	1	4	-	-

1 <sup>st</sup> Qtr Stats	395	207	19	13	175	-	46	5	151	-	2	1	2
1 <sup>st</sup> Qtr %		52.41	4.81	3.29	44.30	-	11.65	1.27	38.23	-	0.51	-	0.51

### Comments

1. Females represented 4.81, less than the 11.16% goal.
2. Black females and males represented 0.0% and 11.65%, respectively; both remain underutilized.
3. Hispanic females and males represented 1.27% and 38.23%, respectively; Hispanic females remain underutilized.
4. Asian males represented 0.51%; both females and males remain underutilized.

## 1<sup>st</sup> Quarter - Application Flow

*by Gender/Ethnicity*

APPLICANTS	TOTAL	WM	WF	BM	BF	HM	HF	AA/PI M	AA/PI F	AI/AN M	AI/AN F	Other
1 <sup>st</sup> QUARTER	11,404	3223	2733	858	1082	1157	1110	234	132	143	29	703
% of Applicants		28.26	23.97	7.52	9.49	10.15	9.73	2.05	1.16	1.25	0.25	6.17
# HIRED	405	196	56	33	11	80	25	1	1	-	2	
% of Hire		48.40	13.83	8.15	2.72	19.75	6.17	0.25	0.25	-	0.50	-

### Comments

N/A

# Workforce Progression Summary

Texas Dept. of Transportation

Employee Type: '1','2','5','6','7','8'

Run Date: 09/13/2006  
Page: 1  
From 06/01/06 Thru 08/31/06

## Summary of All Job Groups

## Statewide

Workforce Category	Total	Male						Female						Gender
		White	Black	Hispanic	*AA/PI	*AI/AN	*NI	White	Black	Hispanic	*AA/PI	*AI/AN	*NI	*NI
All Applicants	11088	3140	818	1128	322	71	229	2576	1010	1139	113	46	194	302
% of Total Applicants		28.32	7.38	10.17	2.90	0.64	2.07	23.23	9.11	10.27	1.02	0.41	1.75	2.72
Applicants - External	9628	2588	716	970	240	55	170	2420	953	1052	89	30	145	200
% of Total Applicants - External		26.88	7.44	10.07	2.49	0.57	1.77	25.14	9.90	10.93	0.92	0.31	1.51	2.08
Applicants - Internal	1460	552	102	158	82	16	59	156	57	87	24	16	49	102
% of Total Applicants - Internal		37.81	6.99	10.82	5.62	1.10	4.04	10.68	3.90	5.96	1.64	1.10	3.36	6.99
Hires	394	187	31	84	8	-	-	42	9	28	5	-	-	-
% of Total Hires		47.46	7.87	21.32	2.03	-	-	10.66	2.28	7.11	1.27	-	-	-
All Promotions	728	396	38	110	11	3	-	103	19	40	7	1	-	-
% of Total All Promotions		54.40	5.22	15.11	1.51	0.41	-	14.15	2.61	5.49	0.96	0.14	-	-
Competitive Promotions	226	130	9	30	4	1	-	30	5	16	1	-	-	-
% of Total Comp. Promotions		57.52	3.98	13.27	1.77	0.44	-	13.27	2.21	7.08	0.44	-	-	-
Non-Competitive Promotions	502	266	29	80	7	2	-	73	14	24	6	1	-	-
% of Total Non-Comp Promotions		52.99	5.78	15.94	1.39	0.40	-	14.54	2.79	4.78	1.20	0.20	-	-
Merit Increases	2670	1365	147	454	35	6	-	453	62	130	15	3	-	-
% of Total Merit Increases		51.12	5.51	17.00	1.31	0.22	-	16.97	2.32	4.87	0.56	0.11	-	-
Transfers	194	84	8	27	4	-	-	39	5	26	1	-	-	-
% of Total Transfers		43.30	4.12	13.92	2.06	-	-	20.10	2.58	13.40	0.52	-	-	-
Separations	506	223	40	107	5	-	-	73	11	43	2	2	-	-
% of Total Separations		44.07	7.91	21.15	0.99	-	-	14.43	2.17	8.50	0.40	0.40	-	-

\*AA/PI - Asian American/Pacific Islander

\*AI/AN - American Indian/Alaskan Native

\*NI - Not Indicated

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**1<sup>st</sup> Quarter New Hire**  
by Gender/Ethnicity

NEW HIRE	TOTAL	WM	WF	BM	BF	HM	HF	AA/PI M	AA/PI F	AI/AN M	AI/AN F
1st Qtr	405	196	56	33	11	80	25	1	1	-	2
FY Total	405	196	56	33	11	80	25	1	1	-	2

**Comments**

The department HRD recruitment teams continue to be visible throughout the state by participating in various job and career fairs at colleges, universities and high schools. The department also advertises job opportunities through various publications, professional associations and specific minority organizations to broaden its pool of applicants.

## 1<sup>st</sup> Quarter Separation by Gender/Ethnicity

SEPARATION	TOTAL	WM	WF	BM	BF	HM	HF	AA/PI M	AA/PI F	AI/AN M	AI/AN F
1 <sup>st</sup> Qtr	281	138	34	19	7	58	15	8	1	1	-
%	100%	49.11	12.10	6.76	2.49	20.64	5.34	2.85	0.36	0.36	-
Ethnicity %		61.21		9.25		25.98		3.20		0.36	
FY Total	281	138	34	19	7	58	15	8	1	1	-

### Comments

Total of 281 separations; *involuntary* separations totaled 43 (15.30%).

#### Top Three Reasons for Separation:

1. Personal 34.88%
2. Inadequate Salary 24.91%
3. Retirement 11.74%

Total Separations 71.53%

**NOTE:** New hires for the 1st Quarter outpaced separations: 405 New Hires vs. 281 Separations.

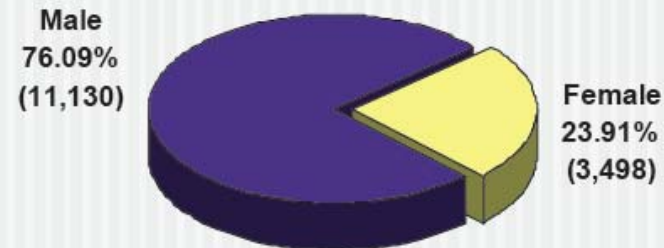
# **APPENDIX**

## ***TxDOT WORKFORCE GRAPHS***

**FY07, 1<sup>st</sup> Quarter  
SEPTEMBER 01, 2006 -  
NOVEMBER 30, 2006**

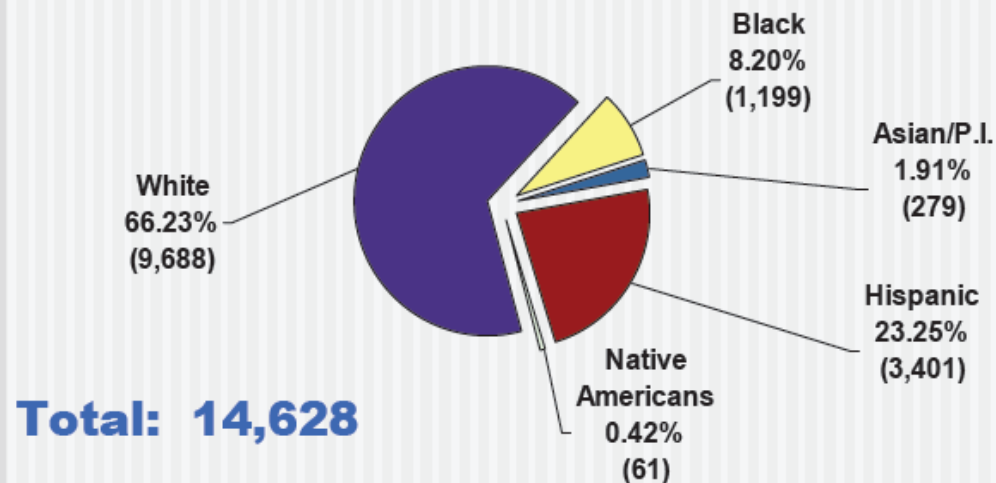
## TxDOT Workforce All EEO Categories - 1st Quarter FY07

### Gender



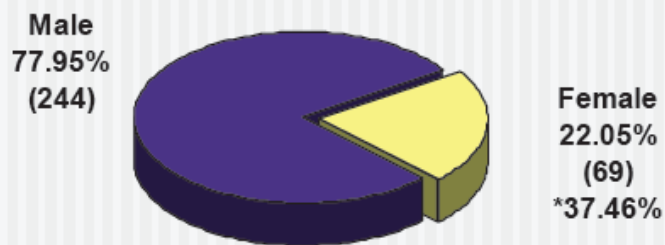
## TxDOT Workforce All EEO Categories - 1st Quarter FY07

### Ethnicity



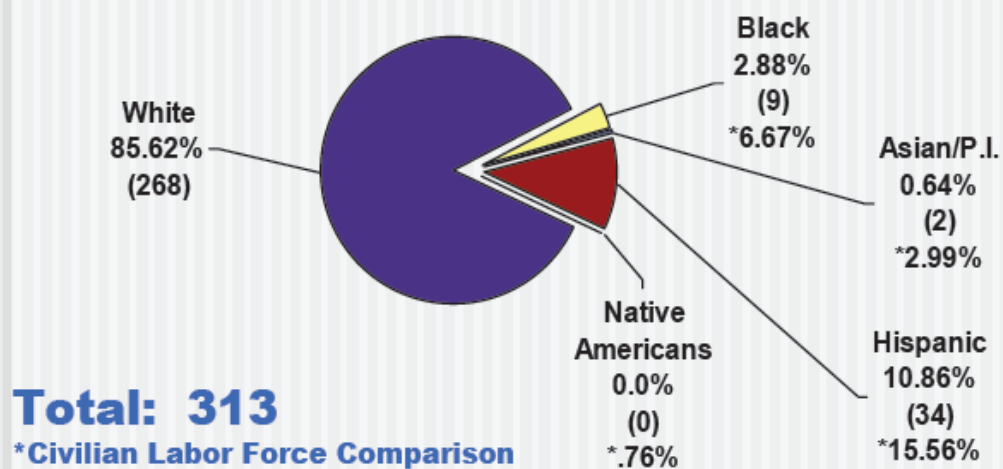
## TxDOT Workforce Official Administrator - 1st Quarter FY07

### Gender



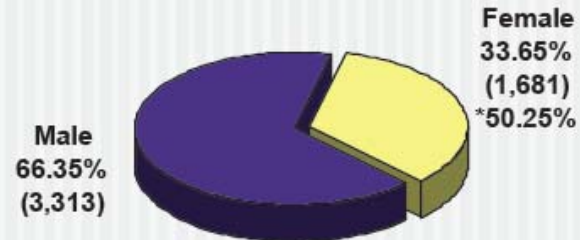
## TxDOT Workforce Official Administrator - 1st Quarter FY07

### Ethnicity



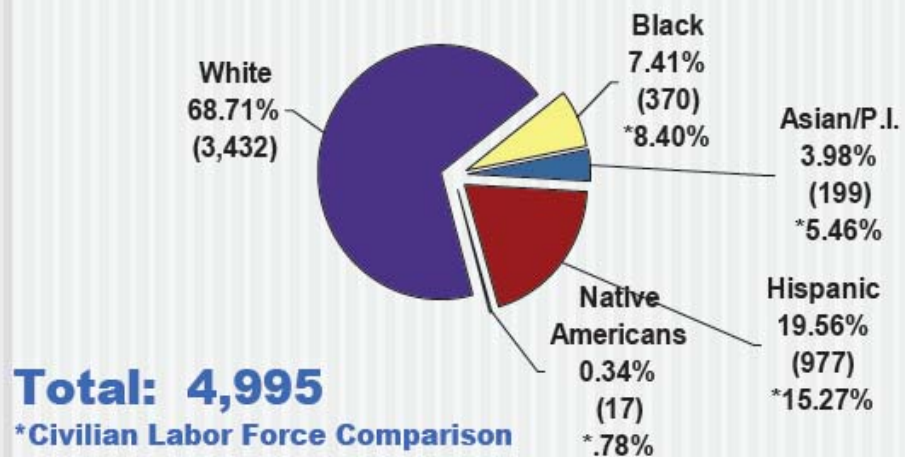
## TxDOT Workforce Professional - 1st Quarter FY07

### Gender



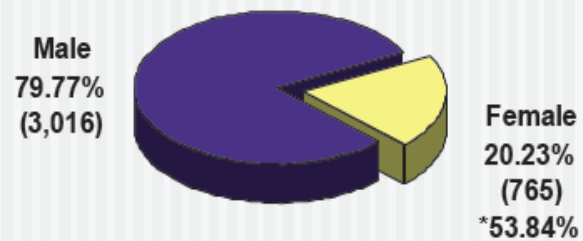
## TxDOT Workforce Professional - 1st Quarter FY07

### Ethnicity



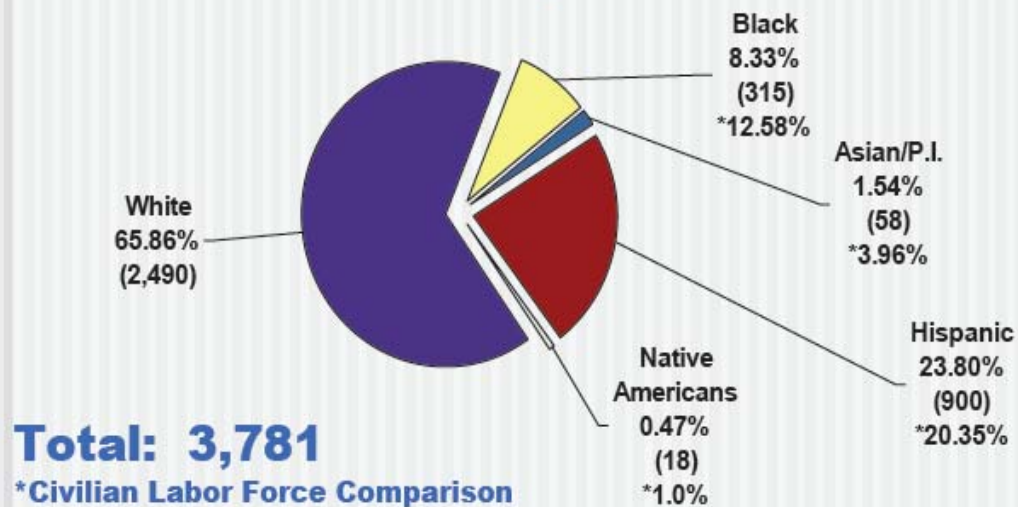
## TxDOT Workforce Technician - 1st Quarter FY07

### Gender



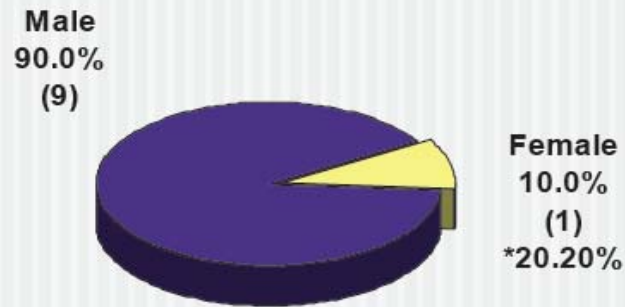
## TxDOT Workforce Technician - 1st Quarter FY07

### Ethnicity



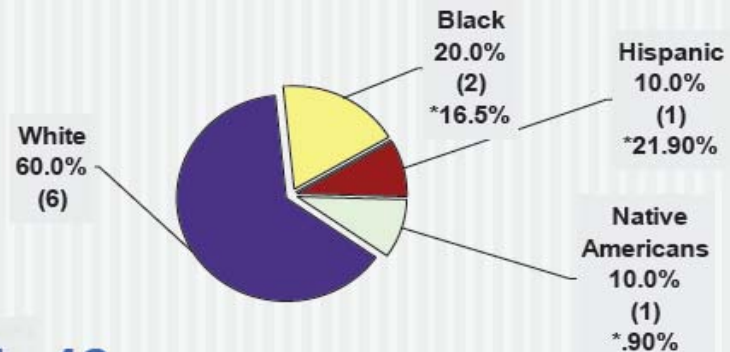
## TxDOT Workforce Protective Service - 1st Quarter FY07

### Gender



## TxDOT Workforce Protective Service - 1st Quarter FY07

### Ethnicity

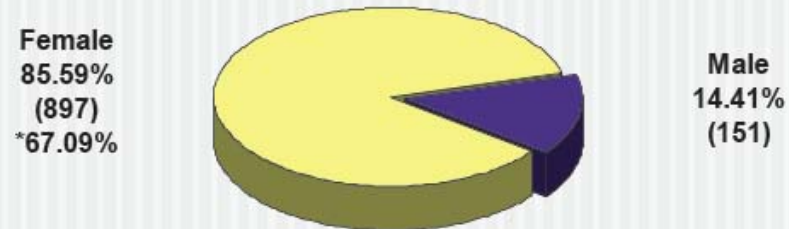


**Total: 10**

**\*Civilian Labor Force Comparison**

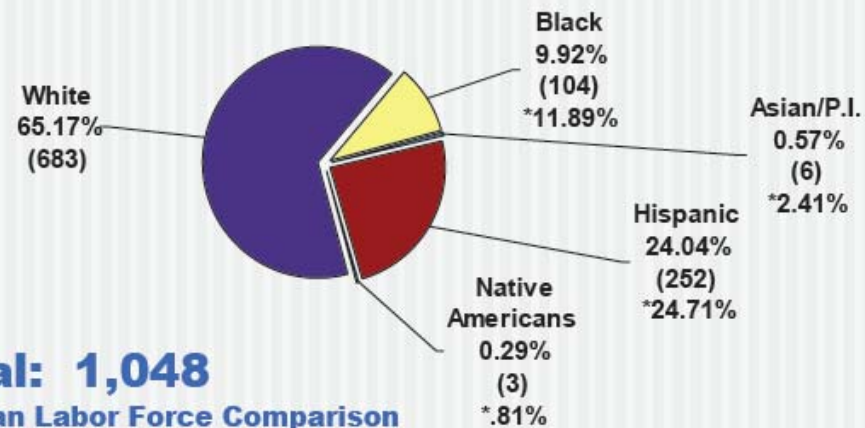
## TxDOT Workforce Administrative Support - 1st Quarter FY07

### Gender



## TxDOT Workforce Administrative Support - 1st Quarter FY07

### Ethnicity

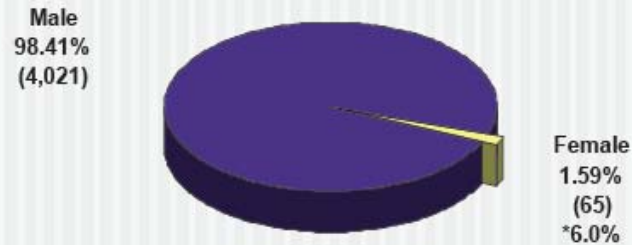


**Total: 1,048**

**\*Civilian Labor Force Comparison**

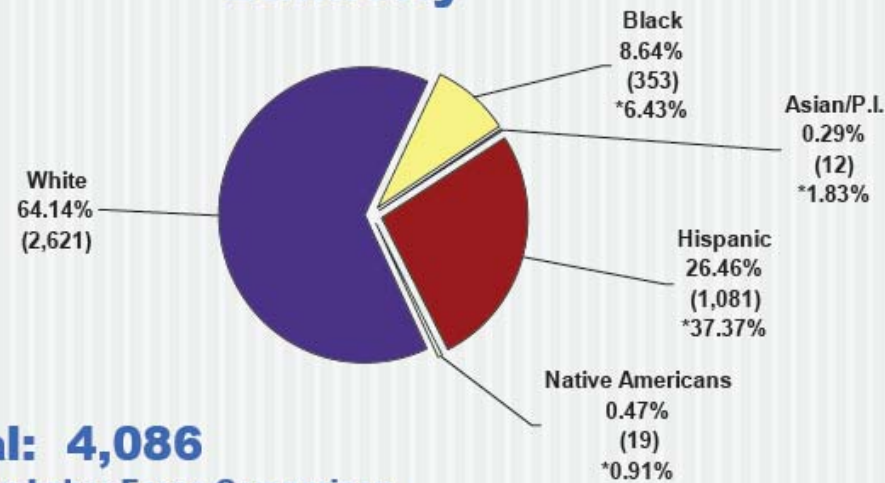
## TxDOT Workforce Skilled Craft - 1st Quarter FY07

### Gender



## TxDOT Workforce Skilled Craft - 1st Quarter FY07

### Ethnicity

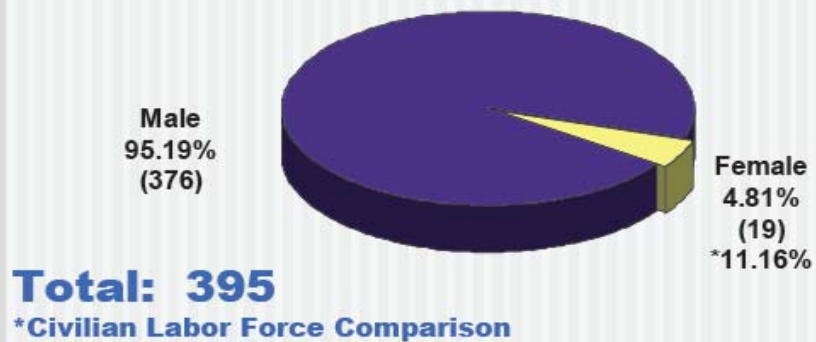


**Total: 4,086**

**\*Civilian Labor Force Comparison**

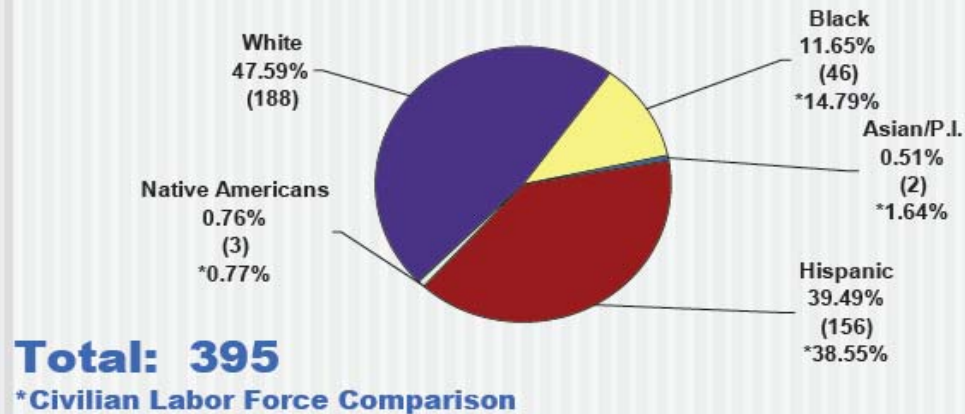
## TxDOT Workforce Service Maintenance - 1st Quarter FY07

### Gender



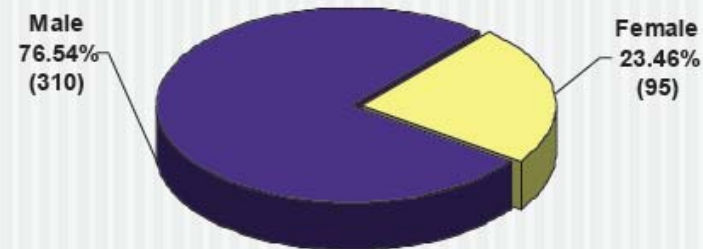
## TxDOT Workforce Service Maintenance - 1st Quarter FY07

### Ethnicity



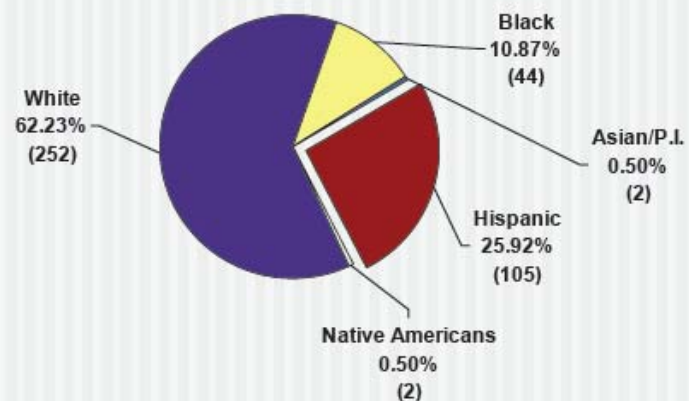
## TxDOT Workforce New Hire - 1st Quarter FY07

### Gender



## TxDOT Workforce New Hire - 1st Quarter FY07

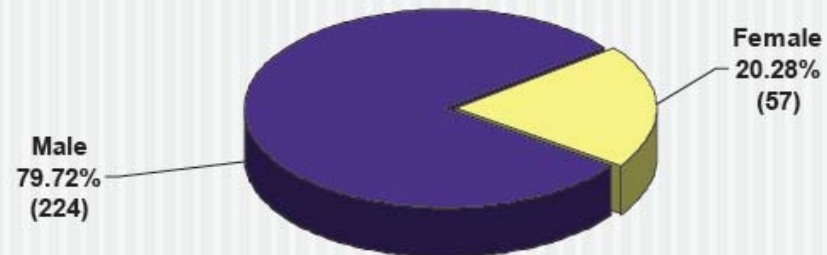
### Ethnicity



**Total: 405**

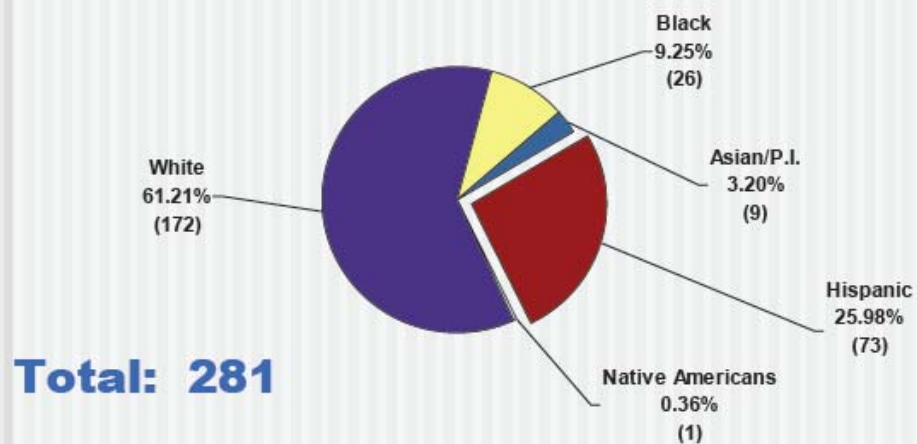
## TxDOT Workforce Separation - 1st Quarter FY07

### Gender



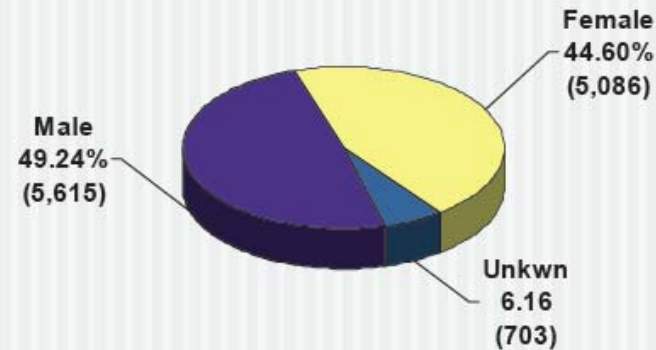
## TxDOT Workforce Separation - 1st Quarter FY07

### Ethnicity



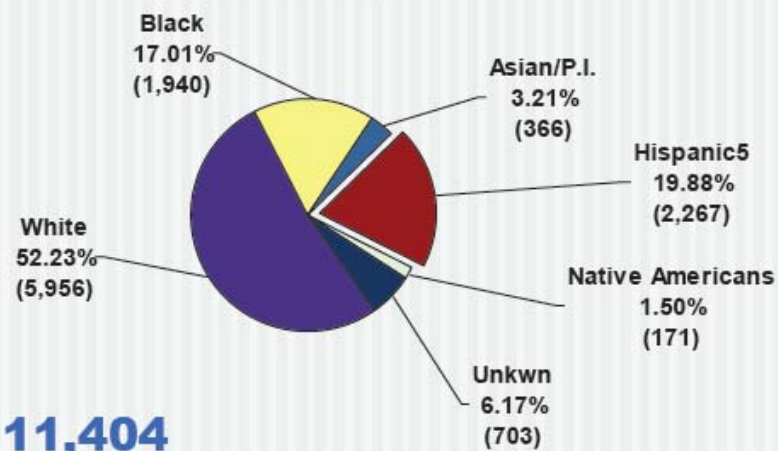
## TxDOT Workforce Applicant Flow - 1st Quarter FY07

### Gender



## TxDOT Workforce Applicant Flow - 1st Quarter FY07

### Ethnicity



**Total: 11,404**